



Alaskan Region

November 7, 1990 #90-12

U.S. DEPARTMENT OF
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EEO/AAP*

WHAT'S IT ALL ABOUT?

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*Equal Employment Opportunity/
Affirmative Action Program

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EEO STEERING COMMITTEE



Ted Beckloff, Robie Strickland, Ken Smith, Robert Davila, Bob Stinson, Mack Humphrey, Lu Rembish, Don Keil, Bernadette Queen, Grace Davis-Nerney, Karen Roan, Linda Gentry, Chris Novosad

Because our FAA workforce is lagging far behind, the FAA has a mandate to equal the Civilian Labor Force (CLF) in the percentages of minority and female employees by the year 2000.

Emphasis on the Equal Employment Opportunity (EEO)/Affirmative Action Program (AAP) is focused at the top; the Administrator and Deputy Administrator are both committed to improving our situation.

Regional Administrator **Ted Beckloff** has called together an EEO Steering Committee to take a good look at past barriers which have kept us from making progress in increasing the percentages of minorities and women in the FAA workforce, and to develop and implement a plan to break down the identified barriers.

The group will periodically review, measure, and modify the plan as necessary to achieve the desired improvements in EEO/AAP accomplishments. The Steering Committee will be a continuing body — continually planning, implementing, and evaluating actions to improve representation of women and minorities in our workforce.

Robie Strickland and Ted Beckloff are co-chairing the committee, which is purposely made up of a diversity of people of varying backgrounds and at varying grade levels. There are males and females, blacks, hispanics, and whites. This mix of people was done on purpose; from diversity comes a variety of ideas.

We must come to the place of valuing (not just tolerating) the

differences in backgrounds, in skills, and in ethnic cultures, according to **Robie Strickland**.

Ken Smith, Civil Rights Officer, told the Steering Committee that the Alaskan Region made progress between 1980 and 1985 toward a representative workforce. However, we have been on a plateau since that time, with very little improvements in the numbers of minorities and women. Even though the Alaskan Region does have a representative workforce for hispanics, we need to focus on other minorities and females. We need to pay special attention to their representation at all grade levels and in all occupations.

FERTILE SOIL

"We can do no less than provide the fertile soil of potential from which the tree of education can bear the fruits of the efforts and talents of each Hispanic man, woman, and child," **DOT Secretary Sam Skinner** said in marking National Hispanic Heritage Month which ran from September 15 through October 15.

In a memo to all DOT and FAA workers, **Skinner** said the DOT is "working to assure Hispanic employees even greater access to opportunities which can broaden existing careers at all levels within the Department.

"Hispanic employees add to DOT's accomplishments in technology, research, and administration by combining their professional skills with a firm sense of pride in making major contributions toward their own futures and the future of this Department, **DOT chief Skinner** said.

HISPANIC "DID YOU KNOW...?..."

Ponton De Arce, Leroy.

Night flying of the airmail, which the Post Office began as a regular service in 1924, was a hazardous occupation. Leroy Ponton De Arce flew the mail from 1925 to 1927 on the Boston-New York route—without parachutes and no instrumentation of any kind other than a compass, an air speed indicator, and tachometer. He was one of the original 25 air traffic controllers to enter Federal service on July 6, 1936, when the Federal Government assumed responsibility for enroute traffic control.

de la Cierva, Juan,

a Spaniard, designed the rotary wing aircraft autogiro and successfully flew at Getafe, Spain, on January 9, 1923. He continued research and development work with the British in building prototypes, established design, theory, and data on which the helicopter industries of the world were founded. He provided the experience that eventually paved the way to the development of the first practical helicopter.

BUSEY VOWS TO BOOST MINORITY RECRUITING

Over 100 FAAers attended the National Hispanic Coalition of Federal Aviation Employees Training Conference in Tacoma, WA, in August. Noting that the small number of Hispanics in the FAA workforce is "not acceptable," **Administrator James Busey** vowed in his keynote address to increase their representation.

"I want this EEO initiative to move forward — even within the severe, but temporary, constraints of the Federal budget

situation," **Busey** said. "We will not use this situation as an excuse to lay back and do nothing."

Hispanics represent 3.7% of the FAA workforce — less than 1% higher than the 2.8% of Hispanics in 1980. "Clearly, this is not acceptable, and we are going to change this, I guarantee you," **Busey** vowed.

"Everyone knows where we stand and what is expected of them," **Busey** said, "and we've

got the Executive Committee for Equal Employment Opportunity in place to provide the necessary oversight to make sure we achieve tangible, measurable results."

The conference theme, *Vision 2000 — Dare to Excel*, focused on affirmative action recruiting, shifts in emphasis of jobs needed, and an increased need for cultural awareness as a result of the changing applicant pool and job market.

CULTURAL DIVERSITY OF ALASKA

The FAA Alaskan Region and the Anchorage Federal Executive Association are sponsoring two sessions of a 1-day seminar on *Cultural Diversity in Alaska* on November 26 and 28. Target audience is supervisors.

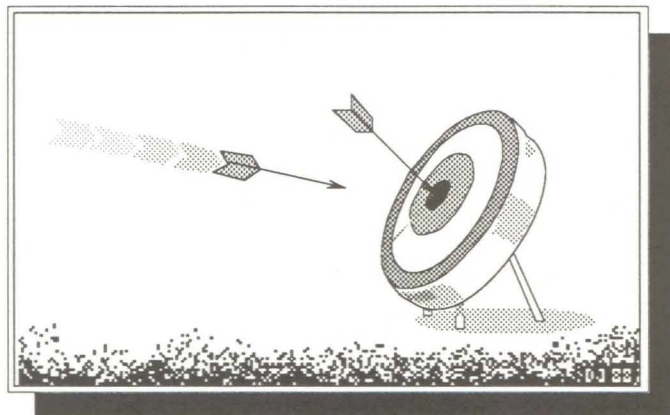
Seminar objectives are to enhance awareness of various qualities of Alaska Native cultures — and thus to improve ability to work with individuals who are culturally different. The seminar supports Administrator Busey's goal to have and to effectively manage a diverse work group.

As we move toward the year 2000, it will become more critical for supervisors to be able to effectively manage/motivate employees of varying backgrounds and abilities.

"We cannot live 300 years ago in today's world and carry the prejudices of many of our ancestors if we are to make a better world for our children and all those yet to follow."

Thomasina Jordan

Native American Cultural Exchange



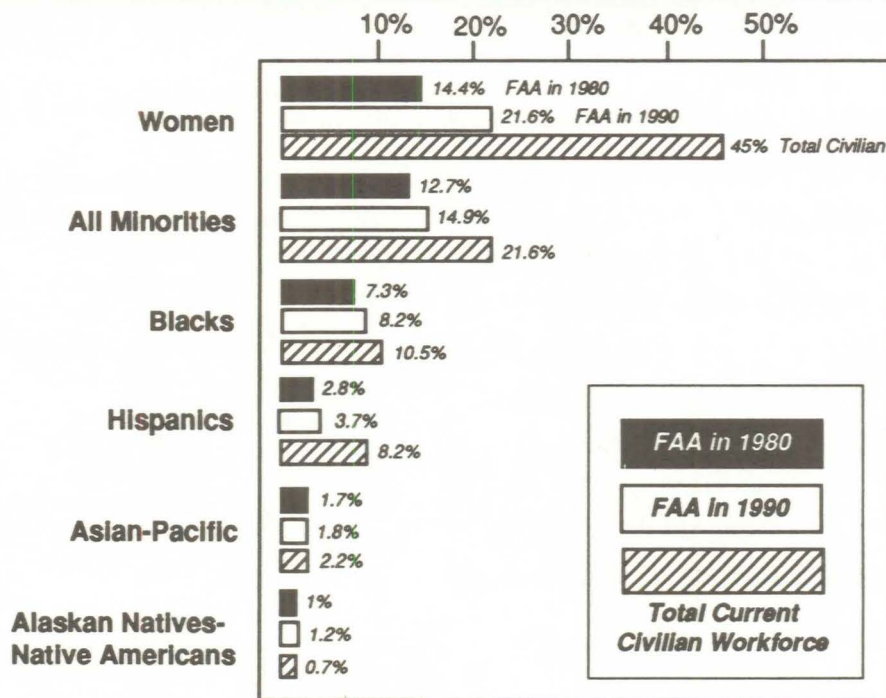
"We can no longer afford to approach Equal Employment Opportunity on a hit-and-miss basis, giving it a lot of attention one year, then moving on to something else the next."

James Busey

FAA Administrator

Affirmative Action Program: The actions taken to achieve equal employment opportunity.

How FAA Stacks Up against the Civilian Workforce



This chart shows FAA minority employment statistics as of September 30, 1980, and 10 years later as of August 31, 1990, contrasted with the latest estimate for the total U.S. civilian laborforce (based on 1988 projections).

This information was supplied by the FAA Office of Civil Rights.

Parity : Generally, in EEO matters, the employment of women and minority group members in various job categories at rates approximating the rates at which validly qualified members of those groups are available for employment in those job categories.

Discrimination : Illegal treatment of a person or group (either intentional or unintentional) based on race, color, national origin, religion, sex, age, physical or mental handicap, marital or change in marital status, pregnancy or parental status, and retaliation. The term also includes the failure to remedy the effects of past discrimination.

Equal Employment Opportunity : A system of employment practices under which individuals are not excluded from any participation, advancement, or benefits because of their race, color, religion, sex, national origin, age, handicap, or other factor which cannot lawfully be the basis for employment actions. An employment system in which neither intentional nor unintentional discrimination operates. The purpose of affirmative action is to achieve equal employment opportunity.

"The essence of our effort to see that every child has a chance must be to assure each an equal opportunity, not to become equal, but to become different — to realize whatever unique potential of body, mind and spirit he or she possesses."

John Fischer

"...the FAA has not done a good enough job of identifying promising black women in our ranks and providing them the necessary training and development to make that next step up."

James Busey
FAA Administrator



Protected Classes: As popularly used, the term refers to minority groups whose members have been subject to large scale employment discrimination in recent years, and to women. Title VII, however, protects any person -- including a white male -- who is discriminated against because of his or her race, color, religion, sex, or national origin. Handicapped individuals, persons between the ages of 40 and 70, and Vietnam veterans are protected classes under other laws and regulations.

LANGUISHING IN DEAD-END POSITIONS

Emphasizing that the FAA "cannot allow talented women and minorities to languish in dead-end positions," Administrator James Busey again urged managers to help them climb the agency's career ladder.

"We are determined to keep up the momentum in Equal Employment Opportunity, and we are not going to allow anything to sidetrack us," Busey told the annual convention of National Black Coalition of Federal Aviation Employees meeting in Las Vegas at the end of September.

"Everyone at the AMT level has been provided specific figures on where he or she stands with respect to minority representation in the national labor force, and we have asked each of them to spell out specific intentions on how to increase minority hiring in his or her bailiwick.

"We are going to hold their feet to the fire on this issue," the FAA chief said.

In the past, Busey said, the FAA has not done enough to identify and prepare women and minorities for top-level positions. When they meet eligibility criteria, women and minorities do well in the selection process.

"The problem is that relatively few of them meet the basic eligibility requirements due to lack of experience, training, and/or development," he said.

WATKINS ON EMPLOYMENT OPPORTUNITIES



Assistant Administrator for Civil Rights **Leon C. Watkins** visited the Alaskan Region in August and spoke at a brunch sponsored by the Federal Women's Program Committee.

FAA's strategy to boost the agency's Hispanic representation will help foster an "ethnically diverse management team."

That's the view of Leon Watkins, Assistant Administrator for Civil Rights. Here are more of Watkins' thoughts on FAA's Hispanic initiatives:

"Hispanics, with numbers growing almost five times as fast as the general population, are the quickest growing segment of our population, yet they have been most underrepresented in the FAA.

"Providing management accountability in the selection

process will contribute to creating an ethnically diverse management team.

"This step should place FAA in the forefront as we prepare for anticipated population changes in the next century.

"Holding management responsible in this area will serve as an effective tool to help attain an appropriate representation of Hispanics in the FAA to include our diverse population of managers.

"It will bring a new cultural awareness to management's

decision-making process.

"This positive step will add an extra dimension by introducing new approaches to problem solving and an overall enhancement of management effectiveness."

EEO NOMINATIONS DUE

FAAers from across the country who have done an outstanding job of advancing the agency's Equal Employment Opportunity goals are eligible to be considered for Special Achievement Awards, FAA's highest honor.

To select the most deserving FAAers, nominations for top EEO performers should be submitted to the Headquarters Office of Civil Rights no later than Friday, November 23.

Nominations are for EEO activities and accomplishments from October 12, 1989, through September 30, 1990.

Employees are encouraged to provide sufficient information on EEO activities with specific attention directed to support for internal and external activities by recognizing contributions to:

- * Federal Women's Program
- * Hispanic Employment Program
- * Disadvantaged Business Enterprises
- * Historically Black Colleges and Universities Program
- * Educational Excellence for Hispanic Americans
- * Recruitment and upward mobility activities
- * Promoting aviation careers among minorities and women

Several FAAers will receive the Administrator's Award for Excellence in Equal Employment Opportunity during the 14th annual honors ceremony at FAA Headquarters in early 1991.



"The Alaskan Region has some excellent employees who contribute significantly to the health of the organization."

Ken Smith, AAL-9
Civil Rights Officer

Linda Gentry, AAL-1a, has been designated Project Officer for this effort in the Alaskan Region. Please submit nominations to her not later than COB Wednesday, November 14, 1990. Nomination instructions and format are available in each division office.

The award consists of a personal plaque inscribed with a citation, a DOT bronze medal with DOT ribbon, and a rosette ribbon lapel pin.

For more information on the program and how to nominate an FAAer, contact Al Mendez, ACR-3, FTS 267-3262.